

25 April 1977

UNIVERSITY MANOA FACULTY SENATE
REPORT OF THE PROGRAM AND CURRICULUM PLANNING COMMITTEE
AND ASUH SUBCOMMITTEE
ON ETHNIC STUDIES PROGRAM

Introduction

The Manoa Faculty Senate Program and Curriculum Planning committee and the Associated Students of the University of Hawaii Subcommittee on the Ethnic Studies Program have spent the better part of their efforts this semester reviewing the Ethnic Studies Program at the University of Hawaii. In the course of the review process, it has become apparent to us that the program has both great values and great faults. Consequently, simple "no, disband" and "yes, continue" recommendations are neither appropriate nor possible conclusions to the review by this Committee of the Whole (P&CP and ASUH; hereafter to be The Committee).

The nature of the field of ethnic studies and the appropriateness of the study of this field at the UH are among the great values that would be lost if the program were disbanded. Likewise, the dedication and talents of many of the existing faculty, both to the program as a whole and to their individual areas of expertise, would be lost if the program were to cease to exist. In the light of these facts, The Committee is unwilling to recommend the dissolution of the Ethnic Studies Program.

On the other hand, there are flaws in the current program, flaws due in part to the lack of institutional leadership and support and in part to the academic inexperience of the faculty. A recommendation that neither acknowledged the existence of, nor proposed remedies for these flaws, would in all likelihood serve to perpetuate them. The Committee is, therefore, unwilling to recommend that the program remain in its present form.

With these justifications for complexity out of the way, the report will proceed to specifics.

Nature and Scope of Assignment

The Committee was charged with reviewing in full the Ethnic Studies Program at the University of Hawaii at Manoa.

This evaluation and the ensuing recommendations were in part based upon:

1. "Instructional Program Review, Ethnic Studies Program", dated Spring 1977.

2. Separate meetings of The Committee with:
 - a. Instructors Davianna P. McGregor-Alegado, Marion Kelly, and Noel J. Kent of the Ethnic Studies Program, and Gael P. Gouvenia of the Ethnic Studies Oral History Project.
 - b. ASUH researcher Gary Okuda and Professor Dennis Ogawa of the American Studies Department.
 - c. Professors Edward Beechert and Stephen Boggs of the History and Anthropology Departments, respectively.
3. "Report of the Ethnic Studies Research Team", dated April 18, 1977 that describes the findings from discussions with the Administrators and Faculty of University of California at Los Angeles, California State University at Long Beach, University of California at Berkeley, California State University at San Francisco, University of California at Davis, and California State University at San Jose.
4. Student evaluations of numerous Ethnic Studies courses provided by the Ethnic Studies Program.
5. Several Equal Employment opportunity forms for faculty hiring provided by the Ethnic Studies Program.
6. Numerous examples of curricula material and student projects provided by the Ethnic Studies Program.
7. Responses to an ASUH survey of Ethnic Studies Programs at California Polytechnic University at Pomona and at Humboldt State University.
8. Numerous meetings and discussions by The Committee on Ethnic Studies Program.
9. Ethnic Studies program materials from other universities provided by the Ethnic Studies Program.
10. Report 3059 of the Management Systems Office of the University of Hawaii at Manoa.

Procedure

The first action of The Committee was to determine that The Committee members had no conflicts of interest with the Ethnic Studies Program.

The second action was to establish the following criteria for the subsequent review and recommendations:

1. The overall need for Ethnic Studies by the University, community, and State of Hawaii.
2. The resources (personnel, curriculum materials, library) available for Ethnic Studies.
3. The ability of Ethnic Studies to maintain standards comparable to those maintained by other units of the University.
4. The future development of Ethnic Studies.

All of these criteria had been used by The Committee in the review and evaluation of other University programs, departments, and degrees and were felt to be adequate for the review of the Ethnic Studies Program. Their prior use would also insure that the Ethnic Studies Program review used neither harsher, nor milder, criteria than reviews of other programs.

As The Committee conducted the review several procedural guidelines were established:

Since the large collection of material represented a tremendous effort by the Ethnic Studies Program, The Committee would carefully consider all the material and all points of view.

Since there have been other conscientious reviews of the program, The Committee would not attempt merely to duplicate prior recommendations that had not led to correction of faults.

Since the results of the review could be critical to the future of the program, a balanced approach to all advantages and disadvantages of the program would be taken.

Findings

Because of Hawaii's unique setting and ethnically diverse population, an Ethnic Studies Program would fulfill the need for a program that centers on the concerns of its multi-cultural people. Even with the current uncertainty about the future of Ethnic Studies Program, an enrollment in the Fall semester of 1976 of 424 students in ten courses indicates considerable student interest. The enrollment figures since 1971 support that indication. The desire for an Ethnic Studies Program has also been expressed by many community leaders.

One strength of an Ethnic Studies Program is its interdisciplinary nature that involves the disciplines of Anthropology, American Studies, Economics, Political Science, and Sociology. The Committee believes that if the program were placed under any one of these existing departments the tendency would be to concentrate on only that discipline, and the interdisciplinary nature would be weakened. The Committee also believes that if the present Ethnic Studies course offerings were distributed among several existing departments the unity and direction of the program would be lost without the central focus of an Ethnic Studies Program.

The Committee believes that the present program seems ideologically narrow in its focus on the class struggle approach and that the interdisciplinary commitment would be strengthened by placing more emphasis on the cultural and historical approaches. Many of the Ethnic Studies programs visited by the research team have increased the breadth of their approach to attract additional students.

Although the Ethnic Studies program has chosen an "affective approach", which differs from approaches in more conventional disciplines, The Committee does not believe this justifies a grading system which differs markedly from those of other departments. A Fall 1975 University of Hawaii Manoa Faculty Senate Ad-Hoc Committee on Academic Standards found that the average grade point for the Ethnic Studies Program was 3.8. In contrast, the average GPA for the University as a whole was 2.95. The Committee in part attributes the higher GPA of the Ethnic Studies Program to its policy of generally not awarding D's or F's but rather an automatic incomplete and/or withdrawal. It was felt that the grading standards of the program should be considerably more rigorous and that the University policy on incompletes as stated in the catalog should be followed.

The Committee finds the Ethnic Studies Program has not developed into an academically acceptable program; this appears to have been influenced by the following conditions:

Status as a provisional program impedes efforts to attract permanent faculty. Since the University will not hire people on a tenure track for such programs, potential faculty are hesitant to come if it means leaving an existing position at some other university. Likewise, students are not eager to specialize (major) in a program that has only a tentative existence.

On the other hand, there is little evidence to indicate an attempt, since its reorganization in 1972, to obtain faculty that would be considered academically qualified, i.e. with the Doctorate or equivalent. This has hindered the development of an academic discipline comparable to others on this campus or to Ethnic Studies programs visited by the research team of The Committee.

All the Ethnic Studies programs visited by the research team have academically qualified individuals as a controlling nucleus for the program. In those programs that could not serve as a locus of tenure, this was accomplished through the use of tenure track joint appointments with other departments.

2. The University has provided financial support that has shown an irregular increase ever since 1970-71, when the program was initiated. The following table shows that, starting with 1971-72, allocations to the program have increased so that in 1976-77 they are some 32% higher than the first year of complete operation. However, total Manoa appropriations have increased during this time by some 57%, which shows that the Ethnic Studies Program has not kept pace with Manoa.

Comparison of Manoa Appropriations or Expenditures
with those of the Ethnic Studies Program
1970-71 through 1976-77
(Source: College of Arts & Sciences; Manoa Budget Office)

Year	Manoa \$ (000)	%	Ethnic Studies	
			\$	%
1970-71	n.a.	-	61,662	93.9
1971-72	41,541	100.	83,412	100.
1972-73	54,313	130.7	97,447	116.8
1973-74	55,439	133.5	93,815	112.5
1974-75	57,101	137.5	96,682	115.9
1975-76	61,773	148.7	117,743	141.2
1976-77	65,539	157.8	110,448	132.4

Note: Allocations and expenditures are used interchangeably. While not strictly comparable, they give a fairly good picture of the direction of movement as well as the size.

In addition the financial support and position count supplied to the program are significantly less than those of Ethnic Studies programs, with comparable student enrollment, visited by the research team.

Recommendations

Ethnic Studies deserves a place as a permanent interdisciplinary program in the College of Arts and Sciences of the University of Hawaii at Manoa. The program should be developed so that the curriculum, faculty research, instruction, and grading of student performance conform with the reasonable expectations of the Manoa academic community. The Administration should provide support for this development effort.

Since the Ethnic Studies Program seems to be caught in a vicious circle, it is necessary to break the circle at some point. The Committee believes this could be done by taking the following steps:

To assist in the development of the program, an Advisory Committee should be appointed by the Chancellor. The Chancellor should select one name each from lists of two or more names submitted by the Associated Students of the University of Hawaii, the Graduate Students Organization, the Ethnic Studies Program, the Manoa Faculty Senate Executive Committee, the Dean of the College of Arts and Sciences, and the Senate of the College of Arts and Sciences. With the exception of the student representatives, the members should consist of tenured faculty from Manoa. Care should be taken here to ensure that the Advisory Committee members span a wide range of ethnic backgrounds and that no single

ethnic group predominates. The Advisory Committee should guide and assist the development of the Ethnic Studies Program and should conduct a nation-wide search for a full-time Director who is a recognized scholar, researcher, and teacher. The Director should recruit a nucleus of full-time, tenurable faculty who possess the Ph.D. degree, or equivalent, and who are actively engaged in research and publication, using split appointments with departments whenever possible. The Ethnic Studies Program should be allowed to continue to use part-time faculty, but these persons should have sufficient academic training and, when required, authentic ethno-cultural living experience. In general, undergraduates should not be used as classroom instructors. The staff should continue to emphasize and broaden the interdisciplinary nature of the program. Extraordinary support should be made available to the present Ethnic Studies faculty to enable them to obtain Ph.D.'s.

Resolution

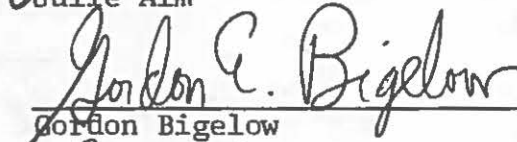
The Committee recommends that the University of Hawaii Manoa Faculty adopt the following resolutions:

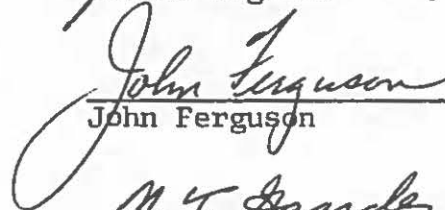
BE IT RESOLVED that the Manoa Faculty Senate strongly supports a permanent, adequately funded and academically sound Ethnic Studies Program in the College of Arts and Sciences at Manoa.

BE IT FURTHER RESOLVED that the University should select an Advisory Committee to guide the development of the Program and to conduct a search for a director.

PROGRAM AND CURRICULUM PLANNING COMMITTEE


Julie Alm

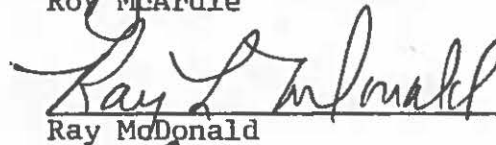

Gordon Bigelow

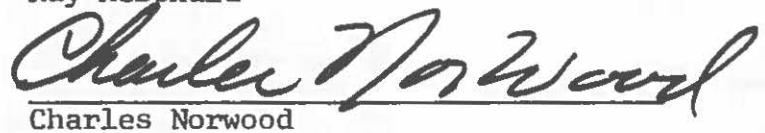

John Ferguson


Thomas Gaarder, Convener


James Little


Roy McArdle

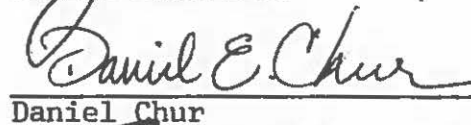

Ray McDonald



Charles Norwood


Henry Rosenthal

ASUH SUBCOMMITTEE ON ETHNIC STUDIES


Stefan Benevides w/r


Daniel Chur


Peter C. K. Fong